

## *State of Colorado*

### *2006 – 2007 Total Compensation Summary*

Prepared by the Division of Human Resources in the Department of Personnel & Administration. July 1, 2006.

This is a summary of the total compensation package paid by the State of Colorado to permanent employees in the state personnel system.

#### **Annual Salary Survey Adjustments – Effective 7/1/06**

All eligible employees received a base salary adjustment equal to the structure adjustment (see table below). Only permanent employees with a final performance rating above level one (unsatisfactory/needs improvement) are eligible. This adjustment is limited to the range maximum, where applicable.

OCCUPATIONAL GROUP	STRUCTURE ADJUSTMENT
ENFORCEMENT & PROTECTIVE SERVICES	2.6%
Trooper Subgroup	5.1%
FINANCIAL SERVICES	2.0%
HEALTH CARE SERVICES (includes Medical)	3.7%
LABOR, TRADES & CRAFTS	1.2%
ADMINISTRATIVE SUPPORT & RELATED	2.2%
PROFESSIONAL SERVICES	2.7%
PHYSICAL SCIENCES & ENGINEERING	2.0%
TEACHERS	2.7%
<b>OVERALL WEIGHTED AVERAGE</b>	<b>2.49%</b>

#### **Performance Pay – Effective 7/1/06**

There was no performance award funding for this year.

Please see the [Performance Pay System](#) section of the website for more detailed information.

#### **Annual Leave**

12 days (8 hours per month) - Beginning of employment through year 5

15 days (10 hours per month) - Start of year 6 through year 10

18 days (12 hours per month) - Start of year 11 through year 15

21 days (14 hours per month) - Start of year 16

Available leave is based on amount accrued, not on a lump sum granted at beginning of a specified period. Accrual rate is prorated for part-time. Maximum carry-over is two times the amount of annual accrued leave for any of the respective levels of service.

#### **Sick Leave**

Approximately 10 days per year (6.66 hours accrual per month) regardless of service time. Accrual rate is prorated for part-time. Maximum carry-over is 45 days (360 hours). Sick leave over the maximum carry-over may be converted to annual leave on a five to one basis for a maximum of 16 hours of annual leave. Twenty-five percent of accrued sick leave, up to the

maximum accrual rate, is paid upon separation due to death or eligibility for retirement at the time of initial separation.

### **Bereavement Leave**

Up to 40 hours at the time of death of a family member or other person. Appointing authority approves the amount of leave based on the relationship to the deceased and the distance and mode of transportation.

### **Holiday Leave**

10 paid holidays per year.

Please see the [Leave](#) section of the website for more information.

### **Retirement**

Effective 1/1/06 through 12/31/06 – 10.65% of gross salary (State contribution per month) (State Troopers 13.35%).

Effective 1/1/07 through 12/31/07 – 11.15% of gross salary (State contribution per month) (State Troopers 13.85%).

Mandatory 1.45% contribution to Medicare for those hired after 3/31/86.

State of Colorado employees do not participate in Social Security. As of 1/1/06, new employees must choose one of three retirement plans: a defined benefit (PERA) or one of two defined contribution plan (State or PERA).

For more information on retirement, please see the [Retirement Plans](#) section of the website or PERA's website at [www.copera.org](http://www.copera.org).

### **Voluntary Supplemental Retirement Plans**

Effective 6/1/04 - There is no employer match for the voluntary supplemental retirement plans.

For more information on voluntary supplemental retirement plans, please see the [Retirement Plans](#) section of the website or PERA's website at [www.copera.org](http://www.copera.org).

### **Dental**

State contribution is a fixed amount regardless of plan (see chart below). Contribution amount is not prorated for part-time employees.

The table below shows the state contribution to dental only.

<b>Tier</b>	<b>Employee Only</b>	<b>Employee plus spouse</b>	<b>Employee plus child(ren)</b>	<b>Employee plus spouse, plus child(ren)</b>
<b>Employer Monthly Contribution-Dental</b>	<b>\$18.88</b>	<b>\$27.96</b>	<b>\$31.72</b>	<b>\$41.40</b>

For more information, please see the [Dental Insurance](#) section of the website.

### **Life/Accidental Death and Dismemberment Insurance**

State-paid policy of 1x the employee's base salary up to \$40,000, but cannot be lower than the \$33,000. The State-paid premium is \$8.04 per month per employee. Employee-paid optional coverage is available for employees. Spouse and dependent child coverage is also available.

For more information, please see the [Life Insurance](#) section of the website.

### **Medical Insurance**

State contribution is a fixed amount regardless of plan (see chart below). Contribution amount is not prorated for part-time employees.

The table below shows the state contribution to health only.

<b>Tier</b>	<b>Employee Only</b>	<b>Employee plus spouse</b>	<b>Employee plus child(ren)</b>	<b>Employee plus spouse, plus child(ren)</b>
<b>Employer Monthly Contribution-Medical</b>	<b>\$244.12</b>	<b>\$412.58</b>	<b>\$381.48</b>	<b>\$567.42</b>

For more information, please see the [Medical Insurance](#) section of the website.

### **Disability**

*Short Term Disability* – Fully paid by state - Weekly benefit is 60% of pre-disability earnings up to 150 days. Benefit waiting period is 30 days.

*Long Term Disability* – A voluntary LTD plan, fully paid by employee, is also available.

For more information, please see the [Disability](#) section of the website.

### **Overtime**

1.5 times paid as time-off or cash for more than 40 hours per workweek for non-exempt employees only.

*Exempt or non-exempt status is determined on a position-by-position basis. The State of Colorado does not identify a class or an occupational group of employees as exempt or non-exempt.*

For more information, please see the [FLSA](#) section of the website.

### **Premium Pay**

Non-Health Care - 2nd Shift 7.5%, 3rd Shift 10.0%

Health Care Weekday - 2<sup>nd</sup> Shift 7.5%, 3<sup>rd</sup> Shift 14%

Health Care Weekend/Holiday – 1<sup>st</sup> Shift 7.5%, 2<sup>nd</sup> Shift 14%, 3<sup>rd</sup> Shift 20%

On-Call - \$2.00 per hour

Hazardous duty - \$1.00 per hour non-base

**Per Diem Rates**

Reimbursement of \$0.33 per mile personal car usage, \$0.36 per mile four-wheel drive vehicles, and \$0.40 per nautical mile for privately owned aircraft. Meals = \$31, up to \$51, depending on the city and peak or non-peak season. Lodging = actual cost. See [State Fiscal Rules](#) for additional information.

**Uniform Allowance**

Correctional Officers - Initial uniform issue provided. Replacements issued on or about the employee's anniversary date, pending available funding.

Other reimbursements vary by occupation and department. For example, State Troopers receive \$100 per month and Wildlife Officers receive \$50 per month.

**Misc. Benefits & Information**

- [IRS Code 125 Plan](#): Pre-tax health premium, dependent care and health care flexible spending accounts are available.
- [Health Savings Account](#): An HSA-qualified health plan and an HSA option administered by the TPA are available.
- A variety of [Work-Life](#) options are available, including flexible scheduling, resource and referrals, and employee discounts.
- [Colorado State Employee Assistance Program](#): Provides early-stage, preventative intervention, helping managers and supervisor curtail workplace issues before they become a liability to the state.
- Colorado is not unionized and does not have collective bargaining.
- [Voluntary Separation Incentives](#) may be offered to avoid layoffs. Amount is one week of salary for each full year of uninterrupted state service, up to a maximum of 13 weeks and not to exceed 25% of annual salary.
- [Commuter Choice Program](#): Allows pre-tax salary payroll deductions for rapid transit passes and qualified monthly parking